



VICTORIA  
GOVERNMENT GAZETTE

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No. 58]

THURSDAY, JANUARY 31.

[1957

*Labour and Industry Acts.*

DETERMINATION OF THE RABBIT PROCESSING BOARD.

NOTES.—(a) This Determination applies to the whole of the State of Victoria.

(b) On the 19th June, 1951, the Shops Board No. 10 (Fish and Poultry) was deprived of the power to determine the lowest prices or rates which may be paid to any person or persons, or classes of persons, employed in or in connexion with the trade, business, or occupation of preparing or processing uncooked rabbits or hares for the retail, wholesale, or export trade, and such power was conferred exclusively on the Rabbit Processing Board.

IN accordance with the provisions of the *Labour and Industry Acts*, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons, or classes of persons, employed in or in connexion with the trade, business, or occupation of preparing or processing uncooked rabbits or hares for the retail, wholesale, or export trade"—

has made the following Determination, namely:—

1. That on the 17th December, 1956, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

WAGES PER WEEK OF 40 HOURS.

The following rates are based upon a basic wage of £13 3s.

Apprentices or Improvers (Males).	Percentage of Basic Wage.		Total Wage.
	%	s. d.	£ s. d.
Under 16 years of age .. .. .	42		5 10 6
16 years of age .. .. .	57		7 10 0
17 years of age .. .. .	60		9 1 6
18 years of age .. .. .	90		11 16 6
19 years of age .. .. .	100	+ 29 0	14 12 0
20 years of age .. .. .	100	+ 35 6	14 18 6

PROPORTION.

*Males.*

One apprentice or improver to every four or fraction of four adult workers.

Other Employees:	Total Ordinary Wage.
	£ s. d.
Rabbit skimmers or boners .. .. .	17 7 0
Grader who grades for the export trade .. .. .	17 12 6
Females washing, processing and/or packing rabbits .. .. .	16 18 6
All others .. .. .	16 18 6

**EMPLOYEES IN FREEZING CHAMBER.**

3. (a) Notwithstanding the rates provided in clause 2, any employee who is required to work in a freezing chamber, the temperature of which does not exceed 40° F., for an aggregate of time exceeding one hour on any day, shall be paid for all work (whether inside or outside the chamber) done on such day at the rate prescribed for chamber hands by the Determination of the Frozen Goods Board.

(b) Employees called upon to work in a temperature less than four degrees Fahr. down to two degrees below zero Fahr. shall be paid 1s. per hour or part thereof extra: provided that when an employee has qualified for payment of 4s. and is called upon to work again under similar conditions he shall be paid 8s. for the day. For the purpose of this clause one hour shall be deemed to be 60 minutes calculated from the time of first entering the chamber. An employee who becomes overheated working outside a cool chamber shall be allowed time to cool down before entering the chamber. This provision shall be reasonably construed. In the event of any question as to the temperature of any chamber, reasonable access to the temperature readings shall be given to a representative of employees.

**TIME OF BEGINNING AND ENDING WORK.**

4. Time of beginning 6.30 a.m.: Time of ending 4.30 p.m. Monday to Friday inclusive.

**OVERTIME.**

5. (a) (i) Outside the hours fixed as the time of beginning and ending work }  
 Within the hours fixed as the time of beginning and ending work in } Time and a half.  
 excess of eight hours on any day Monday to Friday inclusive .. }

(ii) On Saturday

Time and a half before 12 noon and double time thereafter: provided that a chamber hand shall be paid double time for such Saturday morning work as shall be in excess of 40 hours worked since the previous Monday, exclusive of any overtime worked by him on Monday to Friday inclusive, and inclusive of time lost through annual leave, public holidays as prescribed in clause 6, and paid sick leave.

(b) An employee called back to work overtime after the ordinary ceasing time shall be paid waiting time (excluding meal periods) at ordinary rates provided that when overtime is commenced an employee shall receive a guarantee of two hours' work at penalty rates.

(c) An employee required to work more than one hour's overtime after the usual finishing time, Monday to Friday inclusive, shall be paid in addition to overtime an allowance of 5s. tea money.

**HOLIDAYS AND SPECIAL RATES.**

6. (a) An employee, to become entitled to payment for any of the Public Holidays set out in sub-clauses (b) and (c) hereof, shall not be absent from his or her employment on either the day before or the day after such holiday, except as provided for in Clause 19 (Sick Leave), or with the consent of the employer.

(b) Double time shall be the special rate for all work done by time workers on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Melbourne Cup Day, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(c) For all work done Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Melbourne Cup Day, Christmas Day, and Boxing Day, pieceworkers shall be paid double the rates mentioned in clause 22.

(d) Pieceworkers shall be entitled to be absent on the Public Holidays mentioned in sub-clause (c) hereof and shall for such days be paid at time workers rates.

(e) *Double Time.*—For work done on any holiday which otherwise would have been an ordinary working day, Double Time shall mean a rate of payment for such work at the employee's ordinary rate in addition to the ordinary rate of payment for that day.

**UNION PICNIC DAY.**

7. Union Picnic Day shall be observed on the third Wednesday in January of each year.

**MINIMUM PAYMENT FOR SATURDAYS, SUNDAYS, AND HOLIDAYS.**

8. (a) An employee called upon to work on a Saturday shall be paid a minimum of four hours at penalty rates provided that should an employee be unwilling to work the full four hours he shall be paid only for the time actually worked.

(b) Any employee required to work on a Sunday or a Holiday mentioned in clause 6 (b) shall be given a minimum of four hours' work, or shall be paid for such period at penalty rates, which shall be double ordinary time.

**TIME RATES.**

9. Any person employed between midnight Sunday and midnight Saturday on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to one-half the number of hours per week fixed in this Determination be paid the ordinary wage, with an addition of 33½ per cent., and for each hour worked beyond the one-half aforesaid the rate of wages payable shall be the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

**WAITING TIME.**

10. Employees (pieceworkers included) who are required to wait for a longer period than thirty minutes before commencing work shall be paid for such excess at the wage rate provided for the class of work done. The work each day of a time worker once having commenced work shall, exclusive of meal breaks, be continuous.

**TIME RECORD.**

11. All employees (including pieceworkers) shall indelibly record their daily times of beginning and ending work in a book, or on time cards, or by a mechanical contrivance. Any one of such means of recording shall be provided and maintained by the employer.

**UNION INSPECTION.**

12. An accredited representative of the Federated Cold Storage and Meat Preserving Employees Union of Australia shall have access to the records of times recorded and wages received by employees provided that such inspection is made during working hours.

**DINING AND CHANGING ROOM.**

13. A dining-room, changing-room, adequate washing facilities and in addition (where facilities are available) hot water for the making of tea shall be provided.

PREMISES TO BE KEPT CLEAN.

14. The employer shall cause all rooms used by employees to be kept reasonably clean, and free from debris.

WET WORK.

15. Where any wet work is performed waterproof aprons and rubber boots or other suitable protective footwear if requested, shall be provided free of cost to the employee.

MEAL HOURS.

16. (a) A period of one hour may be allowed for breakfast between the hours of 8 a.m. and 9.30 a.m. by agreement also a period of one hour for dinner shall be allowed between the hours of 11.30 a.m. and 1.30 p.m.

(b) Any employee required to work during a meal hour shall be paid double time, such double time to continue until such time as the employee has a meal break.

(c) If more than one hour's overtime is to be worked after the normal ceasing time, a meal break shall be taken at the normal ceasing time, provided that an employee required to work in excess of one hour after the normal ceasing time and/or meal break shall receive a minimum payment as for two hours.

SMOKE-OH.

17. Employees shall be entitled to a smoke-oh period of ten minutes each morning and afternoon.

ANNUAL HOLIDAY.

18. The annual holiday shall be as prescribed by the provisions of the *Labour and Industry Acts*.

SICK LEAVE.

19. (a) Any employee who is absent from duty as a result of personal ill health or accident, shall be entitled to leave of absence without deduction of pay on the basis of half a day's ordinary pay for each complete month of service in each year.

Provided that such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill health or accident necessitating such absence.

(b) If the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year.

PROTECTIVE CLOTHING.

20. The employer shall supply daily free of charge to each employee engaged in the handling of unpacked rabbits or hares, a clean shirt and a pair of trousers, or other suitable clothing to be determined by the employer and the employee concerned, which shall remain the property of the employer and of which the employee shall take all reasonable care. Such clothing shall be collected by the employee from a person or place specified by the employer in the employee's own time prior to commencing work and shall be returned to the employer in the employee's own time on cessation of work each day and also on demand at any time to such person or place as is specified by the employer. If the employee wilfully damages or fails to return the clothing, the employer may recover from the employee concerned the cost of replacing such clothing so damaged or not so returned, or may deduct such cost from any moneys payable to such employee.

The provisions of this clause shall operate as from the 1st July, 1952.

CONDITIONS OF EMPLOYMENT.

21. An employee may be employed on piecework or time work as provided for in this Determination provided that a pieceworker shall be paid in any one week the same amounts as would be payable to a time worker performing the same class of work for the same number of hours.

PIECEWORK.

22. The lowest piecework prices payable to any person engaged in the following kinds of work shall be:—

Skinning rabbits (heads off)	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	7s. 4·65d. per 100
Skinning rabbits (heads on)	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	9s. 9·3d. per 100
Skinning hares	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	28s. 6·9d. per 100
Boning rabbit or hares (including washing weighing and taking in and out of chamber)	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	3·112d. per lb.

P. A. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 13th December, 1956.

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AMENDI

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